

### **Article 3**

#### **RECOGNITION**

The State recognizes the Union as the exclusive representative of the Scientific and Engineering Bargaining Unit. This agreement covers all employees in the Unit currently consisting of the classifications contained in Appendix A. All supervisory, confidential, or managerial employees, and employees assigned to other Bargaining Units, are specifically excluded from the Scientific and Engineering Unit.

- A. The Union agrees to fully and fairly represent all unit employees included in the Bargaining Unit without regard to membership or non-membership in, or the participation or nonparticipation in the activities of, the Union.
- B. Nothing in this Agreement shall preclude the Union from representing new classifications which may be established and included in the Scientific and Engineering Bargaining Unit by the state personnel director. Nothing contained herein shall operate to preclude a challenge to the continued inclusion of existing classifications when a change in job assignments occurs.
- C. Nothing in this Agreement shall preclude the parties from agreeing to add to or otherwise amend Appendix A.